



Belonging & Inclusion Ecosystem Pledge

BEAT

BELONGING ENERGY '&' CULTURE TOGETHER



Introduction

We recognise the role and responsibility we have in shaping a fairer and more inclusive society, which is why inclusion and belonging sits at the heart of everything we do at Partners&.

As businesses look to build back and respond to the changing economic landscape, it is more important than ever that they embrace the need to become diverse and inclusive, to represent today's changing landscape, both for the clients they serve and the talent they wish to recruit.

We believe that every partner organisation has a role to play when it comes to creating an inclusive society, and we're asking our partners to commit to our belonging and inclusion pledge.

Belonging & inclusion pledge - our aims

Through our pledge we aim to:

- Advance diversity, inclusion and belonging within the workplace and wider community
- Provide a platform to share success stories that inspire future generations and initiate change
- Acknowledge the importance of recognising that every individual has a unique difference, talent and contribution to make
- Raise awareness of the practical steps an employer can take to increase diversity, narrow the skills gap and provide career opportunities
- Build a powerful alliance of employers who sign up to the pledge, acting as agents of positive change

Our vision

We are committed to creating an inclusive business that delivers excellent service to our clients, gives back to our community, and provides opportunities for all employees to reach their full potential.

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Belonging & inclusion pledge - our principles

Signatories of the belonging & inclusion pledge join us in committing to seven core principles:

1. Having at least one member of the senior executive team who is responsible and accountable for belonging and inclusion
2. Striving to achieve best practice in terms of diverse recruitment, retention and career progression practices
3. Publishing progress annually against inclusion and belonging targets on our website
4. Recognising, respecting, and celebrating contributions from different people to strengthen team performance
5. Supporting the development of good belonging and inclusion practices by collecting and sharing examples of practical activities that contribute to accelerating inclusion with and for other signatories
6. Encouraging colleagues to attend Partners& belonging and inclusion awareness events throughout the year
7. Encouraging underrepresented groups to join networks and attend professional development events and networking



Belonging & inclusion pledge – statement and declaration



Partners& believes that a commitment to diversity and belonging is essential for creating an equitable and inclusive workplace culture. By doing so, we are better able to understand the needs of our clients and more accurately reflect the communities which we serve.

We recognise and commit to the seven principles of the BEAT belonging & inclusion:

1. Having at least one member of the senior executive team who is responsible and accountable for belonging and inclusion
2. Striving to achieve best practice in terms of diverse recruitment, retention and career progression practices
3. Publishing progress annually against inclusion and belonging targets on our website
4. Recognising, respecting, and celebrating contributions from different people to strengthen team performance
5. Supporting the development of good belonging and inclusion practices by collecting and sharing examples of practical activities that contribute to accelerating inclusion with and for other signatories
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By signing up to the Partners& BEAT Pledge, we agree to:

1. Champion the pledge principles.
2. Implement at least one new action to help drive diversity and inclusion within 12 months of signing.
3. Share our experience and good practice examples. (and from time to time, join Partners& at events).
4. Recognise, respect, and celebrate contributions from different people to strengthen team performance.
5. Display the Partners& belonging & inclusion pledge logo to publicly demonstrate commitment to this agenda.

Name _____

Organisation _____

Position _____

Date _____



P L E D G E

Developed in partnership with Jungle HR Ltd.